

# THE COLORADO NRCS CONNECTION



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Colorado State Conservationist Allen Green is on special detail as Acting State Conservationist in California. In his absence, Assistant Colorado State Conservationist for Programs Dennis Alexander is serving as Colorado's Acting STC. Alexander provides the "Insights & Highlights" for this edition of Colorado Connection.

## Insights & Highlights

by  
*Dennis Alexander*  
*Acting State Conservationist*



2005, you have kept providing high quality service to our clients -- "the main thing."

Part of the formula for us to be able to continually provide outstanding service to our customers

I want to thank all of you for your tremendous effort and outstanding work over the past months dealing with multiple deadlines and software issues. Through the EQIP migration efforts, the roll out of the Conservation Security Program, and the implementation of new software that sometimes did not perform to our expectations, you have all kept service to our customers in mind. **"The main thing about the main thing is not to forget about the main thing,"** is a notable quote that seems appropriate. With all of the changes you have dealt with in

customers is related to our positive attitude. This attitude is related to the balance in our lives. With the majority of the planning/contracting workload behind us for this year, it might be time to take time off to enjoy some of those activities that bring joy to our lives. I encourage all of you to schedule at least one to two weeks off to enjoy time with friends and family.



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*"Be master of your petty annoyances and conserve your energies for the big, worthwhile things. It isn't the mountain ahead that wears you out - it's the grain of sand in your shoe."*

*Robert Service*

## What's New at [www.co.nrcs.usda.gov](http://www.co.nrcs.usda.gov)



**Colorado Directory:** Most recently updated copy of Colorado's NRCS employee and service center directory.

Go to [www.co.nrcs.usda.gov](http://www.co.nrcs.usda.gov) and **Click on "Contact Us"** from the top menu to access the Colorado State Directory.



**2004 Annual Report**, including:

- ✓ 2004 at a Glance
- ✓ Conservation Reserve Program
- ✓ Conservation Technical Assistance
- ✓ Environmental Quality Incentives Program
- ✓ Resource Conservation & Development
- ✓ and other NRCS Colorado 2004 program data

Go to [www.co.nrcs.usda.gov](http://www.co.nrcs.usda.gov) and **Click on "News"** from the top menu to see a list of available publications, including the 2004 Annual Report.



**2004 Legislative Reports** include NRCS conservation program information for each of Colorado's seven congressional districts.

Go to [www.co.nrcs.usda.gov](http://www.co.nrcs.usda.gov) and **Click on "News"** from the top menu to see a list of available publications, including the 2004 Legislative Reports.



**Colorado Watershed Fact Sheets** include county service area, acreage, land use, and program funding/activity data for each of the ten Colorado watersheds.

Go to [www.co.nrcs.usda.gov](http://www.co.nrcs.usda.gov) and **Click on "News"** from the top menu to see a list of available publications, including Colorado fact sheets.



**Administrative Contact List by Subject** lists the Admin. employee to contact concerning specific subjects.

Go to [www.co.nrcs.usda.gov](http://www.co.nrcs.usda.gov) and **Click on "Colorado NRCS Employees"** from the right sidebar menu.

### *Zig Ziglar on Getting Along With People*

Many years ago I heard a story concerning a Native American who said to a visiting missionary, "I like myself better when I am with you." That really is the ultimate compliment. When you make people feel better about themselves, you also feel better about yourself.

In *Personnel Journal* we read some excellent advice: "Everyone needs to feel he counts for something. If you recognize that need in dealing with people, you will learn to get along with them. Simply show by your actions that you know the other person is quite a person and watch his response. Lord Chesterfield told his son, 'Make the other person like himself a little bit more and I promise you that he will like you very much indeed.' This is one of the most valuable keys to successful human relations. Use it to make additional friends, to get more cooperation, to add magnetism to your personality."

Former insurance executive Walter Hailey adds to this when he advises salespeople to learn about the other person and his business before attempting to make a sale. You will discover something quite fascinating in the process. The more you know about him and his business, the more your prospect will assume that you know how to solve his problems. Not only that, he will think you are especially nice and very bright indeed.



*Technical guides are the primary scientific references for NRCS. They contain technical information about the conservation of soil, water, air, and related plant and animal resources.*

**eFOTG** is the answer to all your technical questions on conservation planning and application.

*What you can find at eFOTG:*

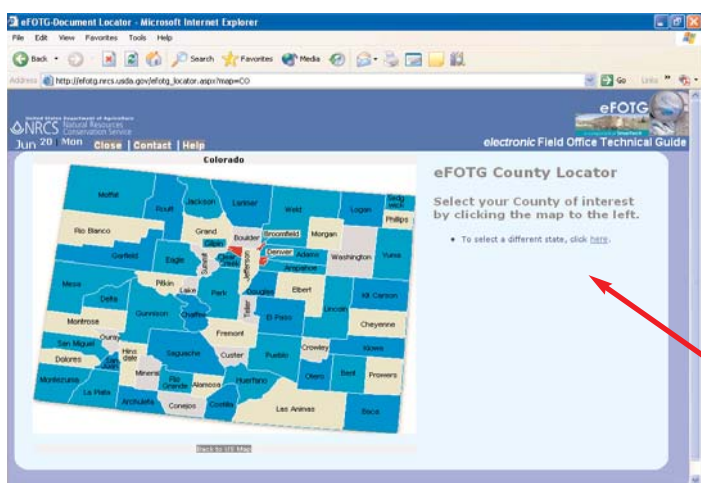
**Section I:** Technical Guide Notices, CO CNMP Workbook, Cost Data, Erosion Prediction, Laws, Maps, Reference Lists, and Technical Notes

**Section II:** Soils, Climate, Cultural Resources, Ecological Site Descriptions, Pasture and Hayland Interpretations, T & E Information, etc.

**Section III:** Resource Quality Criteria for RMS and Legislated Programs, and RMS Guide Sheets (Conservation System Guide Sheets)

**Section IV:** Conservation Practice Standards, Specifications, Job Sheets, Statements of Work, Tools (blank fillable forms), etc.

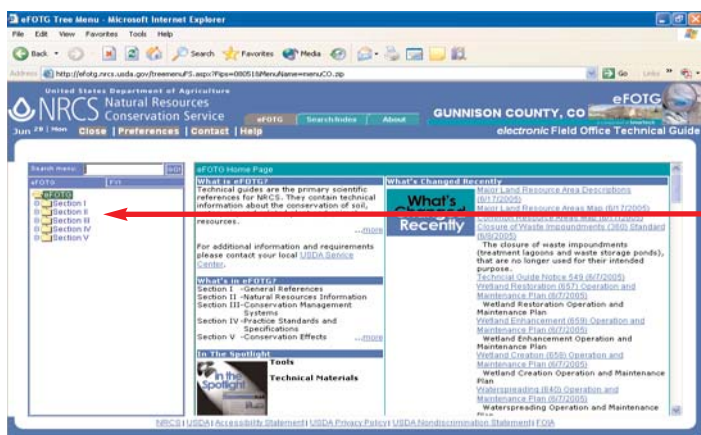
**Section V:** Conservation Practice Physical Effects, Effects for Guidance Documents, Methods and Procedures, etc.



NRCS employees and the general public have access to all this information for planning and implementing the most up-to-date conservation practices in the NRCS conservation arsenal.

**Click** on the url below to go to the website:  
[http://efotg.nrcs.usda.gov/efotg\\_locator.aspx?map=CO](http://efotg.nrcs.usda.gov/efotg_locator.aspx?map=CO)

You will be directed to the **eFOTG County Locator** for Colorado. **Click** on the county you are interested in. In this case, we'll select Gunnison...



You will then be directed to the "Mother Lode" of conservation information for Gunnison county. Note the sections of the **eFOTG** match those found in the field office hard copy of the FOTG.

**For more information on eFOTG, take the online FOTG Training class.**



## Chief Knight Tours Colorado Snow Survey Site

By Katherine Burse-Johnson, Public Affairs Specialist



Chief Knight is interviewed by local news media.

NRCS Chief Bruce Knight attended a recent tour in Colorado to conduct the last snow survey of the season at the Grizzly Peak site at Loveland Pass.

Knight, who leads a workforce of more than 12,000 employees and administers a Federal budget of \$3.3 billion, trekked across the 11,000-foot elevation snow survey site in nearly four feet of snow to the agency's automated SNOTEL (SNOWpack TELemetry) system. The system is designed to collect snowpack and related climatic data.

Once there, Knight, other agency partners, and local media representatives were informed of the NRCS SNOTEL data collection system, data resources and collections, and analysis challenges.

**Mike Gillespie**, NRCS Snow Survey and Water

Forecasting Supervisor, and **Chris Pacheco**, the Assistant Supervisor, demonstrated manual snow survey sampling to forecast seasonal runoff, estimate annual water availability, and provide data used in agricultural production, recreation power generation, fish and wildlife management, municipal/industrial water supply, flood control, and urban development decision making.

According to Gillespie, in the coming months portions of the state can anticipate water supply shortages while other portions of the state may see their best runoff season in ten years. Snowmelt provides the majority of the state's water supply and the heaviest water use months are just ahead.



From left to right: Chief Knight, Colorado State Conservationist Allen Green, and Mike Gillespie, Snow Survey and Water Forecasting Supervisor.

## Good Measurement Equals Good Management

Submitted by Jeanette Colville  
Area 2 Public Affairs Specialist

Cow nutrient management was the focus of a workshop hosted by NRCS Greeley Field Office and the West Greeley Conservation District on the Stan Cass farm in Briggsdale.

*"You can't manage if you can't measure,"* was the message from Range Conservationist **Nick Trainor**. *"Quality of the dormant forage, how much of the quality on offer the cow is getting, and what is the least cost alternative to meet the quality of deficit is what a producer needs to know for efficient cow management."*

**A.J. Ebert** from the Gallagher Animal Management Solutions Company demonstrated a livestock scale that records weight and allows a producer to store data. Knowing the animal's weight allows a producer to feed to a cow's requirements.

The Conservation District Board voted to buy the livestock scale and now makes it available for producers to use as part of an expanded package of technical services to help producers improve their bottom line. *"This tool offers a quantitative measurement and will help producers find their optimum levels of production,"* said Trainor.

### Did you know...

Chief Knight is a third-generation rancher and farmer from Gann Valley, S.D., where he owns a diversified grain and cattle operation using no-till and rest rotation grazing systems.

## Tree & Shrub Plantings for Wildlife Habitat

Submitted by **Thomas R. Werner**, Area 3 Soil Conservation Technician

This year several producers in Baca County have planted tree and shrub plots for wildlife habitat utilizing cost share funding provided through NRCS's Environmental Quality Incentive Program (EQIP) and the Wildlife Habitat Incentive Program (WHIP). Both programs are administered by the Springfield Field Office with assistance from the Baca County Conservation District.

This year two chapters of the Future Farmers of America (FFA) -- one from Springfield and the other from Vilas -- assisted land owners and operators by planting trees and shrubs; laying down and pinning weed barriers; putting on rabbit guards; and installing drip systems to keep moisture on the trees and shrubs. The land owners

and operators greatly appreciated the help of these two chapters, as it takes quite a bit of time and labor to install these practices correctly and to have a successful tree and shrub planting.

These programs are not only good for wildlife, but in return help the young people in the county schools to get hands-on experience planting trees and shrubs in wildlife plots. This experience also shows these young people that landowners and operators do care about the wildlife on their land, and as stewards of the land take pride in caring for the land as well as for the wildlife in the area.



## The Wonder of Trees on the High Plains

By **Jeanette Colville**, Area 2 Public Affairs Specialist

Why is the Colorado Conservation District's annual Seedling Tree Cost-Share Program so popular?

"We've seen the benefits of the seedling tree program for 52 years," says Deer Trail & East Adams Conservation District Manager **Sheryl Wailes**. "This year our sales topped 25,500 seedlings, and our program also includes the sale of drip irrigation system materials to support the new plantings."

Along the Front Range, the Longmont and Boulder Valley Conservation Districts' 30-year program sold 35,900 trees this year. Conservation District Manager **Nancy McIntyre** says, "This is a good program because over the years there have been thousands of trees planted for wildlife habitat, wind breaks, and fire restoration projects."

In Weld County, the West Greeley Conservation District had 200 customers this year, selling more than 33,000 seedlings along with fabric mulch, fertilizer tablets, and other supplies.

"We appreciate the technical support we get for the program from NRCS throughout the season, helping landowners with species selection and tree spacing and design," says West Greeley Conservation District Manager **Nick Hoban**. "It's an awesome program in that it puts conservation on the ground that people can see immediately and that will last for generations to come."

The tree cost-share program has been a huge success in northeastern Colorado. "We do get a lot of repeat customers," said **Wailes**, "especially folks who are working on a windbreak. It's never too late to plant a tree. It helps with wind erosion, and nothing looks better when you drive around then to see trees around the houses."

**Nancy McIntyre** agrees. "Plantings help prevent soil erosion by reducing the effects of wind and rains, and they make cover and produce food for the wildlife. They also provide beauty to our wonderful landscape."



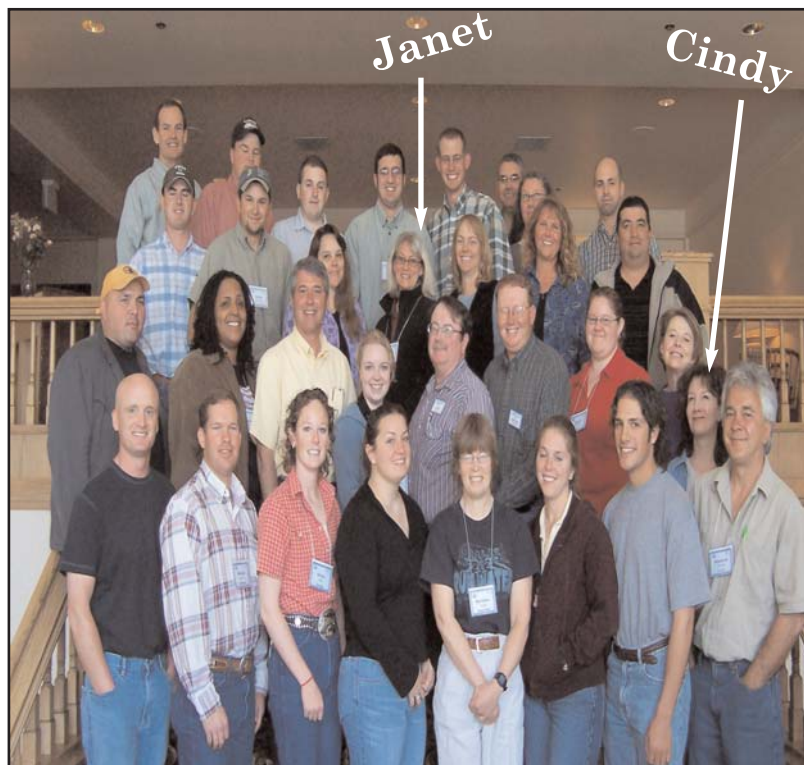
## ONE - Orientation for New Employees of NRCS.....in Colorado

Submitted by **Janet Caolo-Tanski**, Area 3 Soil Conservation Aide

By the special request of our State Conservationist Allen Green, the National Employee Development Center (NEDC) conducted an orientation for new employees in Colorado during the week of May 9-13. The training was held in Greeley. The training is designed to provide new employees with an awareness of the mission, vision, and diversity of work, customers, and partners of the Natural Resources Conservation Service. The workshop covered many topics including: the history of NRCS; the process of conservation planning; the diverse conservation programs offered to customers; how to be professional; performance and accountability; and career development.

Several interesting and informative field trips were part of the week-long agenda, including visits with many NRCS partners; visits to irrigation structures, dairy operations, and the CSU tree nursery; and learning about forage production and produce operations.

The training session was positive and enjoyable, giving the participants not only the chance to grow in the knowledge of NRCS, but the chance to share experiences and build relationships with other co-workers. Don Fehrenbacher, Kevin Norton, and Jerry Williams were excellent instructors, helpful and supportive.



New NRCS employees from throughout Colorado converged on Greeley to attend ONE in May. Janet Caolo-Tanski, Woodland Park Field Office, and Cindy Andersen, State Office, have shared their experiences and impressions of the training.



**Thank You & Acknowledgement to:**  
**Colorado NRCS**  
**presenters and coordinators**

Shelley Anderson, Soil Conservationist  
Todd Boldt, District Conservationist  
Jim Borchert, Lead Soil Scientist  
Donna Goodsell, Area Admin Coordinator  
Roy Hall, AC and Acting Asst. STC  
Shana Harness, Soil Con Technician  
Nick Hoban, W. Greeley CD Manager  
Carolyn Rogers, Soil Con Technician  
Ed Schmal, Private Land Wildlife Biologist  
Andy Steinert, Soil Scientist  
TaTrecia Wesley, Soil Conservationist  
Jon Wicke, District Conservationist



On the first day of tours, District Conservationist Todd Boldt, Fort Collins Field Office, took class participants to visit Big Thompson Ponds and walked them through a demonstration of the snow survey process. Later, students visited Johnson & Sons Farm before having lunch at the world famous "Johnson's Corner." Boldt then led the class on a tour of the Colorado State Forest Service Tree Nursery. Here, Randy Moench, Colorado State Forest Service, explains the tree sapling program.



At the West Greeley Conservation District's tree demonstration site, Area 3 Soil Conservationist BJ Jones and Area 2 Soil Conservationist Tech Greg McLaughlin spotted a bull snake.



Cindy's "wow" moment.



At Johnson & Sons Farm, Rick Johnson described how strip tillage, irrigation water management, and nutrient management have improved the production on this family operation.



Steve McClay of Cottonwood Dairy provided a tour of the Animal Feeding Operation and the waste management system for which NRCS provided cost share assistance in 2003.



At Cottonwood Dairy, solid wastes are composted and sold. Jami Shepherd, Budget Analyst in the State Office, and other class participants take a liking to the cows.

## City Girl Visits a Farm!

*A city girl all my life; my exposure to farms has been limited to what I see from the road when I drive through rural areas. I'm often impressed by how clean and orderly they look from a distance with crops laid out in precise rows, houses looking cool and inviting under shade trees, and farm animals meandering inside fenced pastures. I find myself daydreaming about the peaceful, pastoral life of farmers in the fresh air and sunshine, surrounded by nature.*

*But all that changed when I attended the Orientation for New Employees of NRCS in Greeley. I got a dose of reality I won't soon forget! Who knew farmers are actually incredibly busy multi-taskers responsible for every aspect of the business, dependent on the whims of Mother Nature, as well as the vagaries of a supply and demand economy. And, it turns out farms aren't as simple as they look. So much depends on the ability to irrigate efficiently - doing it right can make the difference between the farm's survival or demise.*

*I learned so much in just a week. Do you know about those huge contraptions on wheels you see out in fields with water squirting from them? I do now. Those are center pivots and if you can afford one for your farm you're a lot better off than the poor guy who does flood irrigation. The real top-of-the-line irrigation system, though, is called subsurface drip, but you better be careful when you drive farm equipment over it. And then you've got your tillage decisions to make - to till or not to till, that is the question. Do you know what "silage" is? We saw a farm with a stinky pile of it as big as - no kidding - a house.*

*All the farmers we visited were very gracious and seemed pleased to show us their operations. My favorite field trip was to a local dairy farm. The farm had belonged to the owner's family for several generations and our instructors said it was especially clean and organized. The farmer painted a candid picture not only of his daily routine, but of how much it costs to run a farm and how little money is made. Watching them feed the cows was fascinating. There were several bins holding different components of the feed (one was an ethanol by-product, another some kind of hay or alfalfa) which they scooped up with a small bulldozer and put in a gigantic mixer. The mixer then drove alongside a long trough pouring the feed for the cows, who knew to line up single file so they could poke their heads through the metal bars. It made me wonder - what happens if it snows, or someone calls in sick? Do the cows go hungry?*

*Most impressive was the collective knowledge of the NRCS employees who appeared as guest speakers throughout our field trips. Our instructors were also excellent, and put a lot of time and preparation into making the week meaningful.*

*I'm a state office employee who drives through the smog and city traffic to sit at a desk and ride a swivel chair all day. Before this training, I had only a vague idea of what kind of work goes on in the field. I now have a new respect for my fellow employees and feel very proud of the work this agency does, why we do it, and for whom we're doing it. A big thank-you goes to the powers-that-be for approving this training. It was by far the BEST training I've been to in my two years here.*

Cindy Andersen, Contracting Specialist



# on the pulse

## Area Office News

### Area One

**The Shavono Conservation District** has developed an educational CD for landowners entitled "A Manual for Western Colorado Landowners." Topics contained on the CD include water, weeds, wildlife habitat, soils, pasture and range management, healthy forests, and fire prevention. **Cyndee Feske**, NRCS WAE and Shavono Conservation District Education Coordinator, has been attending area meetings to raise awareness of this new resource, which sells for \$15. She has given presentations to landowner groups, the Rotary Club, Kiwanis Club, and Lion's Club.

**Sherri Brandt**, Soil Conservationist; and **Cyndee Feske**, NRCS WAE and Shavono Conservation District Education Coordinator gave a conservation presentation to approximately 30 students at Montrose Elementary School.

**Gabe Lucero** and **Fernando Morales**, both Agricultural Engineers in the Montrose Field Office, presented two high school career seminars at area schools.

**Soil Conservationist Tanya Banulis** gave a presentation on conservation planning to the 8th grade class at Olathe High School.

**The Grand Junction Field Office** participated in "career

days" at Mesa State College. NRCS employment opportunity information was made available to both students and the general public.

### Area Two



**State Conservationist Allen Green offers congratulations to District Conservationist Gary Campfield. Campfield was honored with the NRCS Northern Plains Region Earth Team Award.**

**Wray Field Office District Conservationist Gary Campfield** was recently awarded the NRCS Northern Plains Region Earth Team Award for his commitment to conserving the natural resources and agricultural heritage of northeastern Colorado through partnerships with the Yuma County Conservation District, the Northeast Colorado RC & D, and the Y-W Well Testing Association. State Conservationist **Allen Green** presented Campfield with a commemorative plaque in recognition of his leadership and skill in identifying the resource needs in the Wray Field Office area and for inspiring volunteers to willingly undertake the efforts necessary to address these needs.

**NRCS and Shavono Conservation District** agronomist/water management specialists recently pooled their expertise to provide assistance to the Ute Mountain Ute Indian Reservation Farm & Ranch Enterprise on EQIP management issues. **Mike Petersen**, Area 2, **Richard Sparks**, Area 4, and **Fred Miller**, Shavono Conservation District, provided evaluation assistance to Ute Mountain Ute Farm and Ranch personnel, and to Technical Service Provider **Lee Wheeler** on irrigation runoff, intake issues, and crop management alternatives. Among issues evaluated and discussed, Mike Petersen said, "We were able to demonstrate the real need for the use of cover crops, and make observations in numerous fields to discuss soil quality issues with the Ranch Enterprise leadership team."

The team left the Ranch Enterprise managers with a working guide to management improvements covering eleven specific agronomic recommendations, and five recommendations for improved irrigation management.

### Area Three

**Area 3** hosted the Colorado Section of the Society for Range Management's spring tour on June 3 at the Palmer Ranch east of Punkin Center in Lincoln



County. The **Palmer brothers**, along with **Dr. Tim Stephen**, CSU Cooperative Extension, led the tour of the ranch's tallgrass communities of sandhills to the short-grass on the heavy textured soils of the adobe hard land.

During the drought, the Palmers sold their cattle and are now in the process of restocking. Participants saw a ranch that was well-managed during the 2002 drought and is recovering quite well.

**Rich Rhoades**, **Beth Fortman**, and **Raquel Wertsbaugh**, Pueblo field office; **Jane Wustrow**, Pueblo RC&D; **Mike Taylor** and **Mary Miller**, La Junta area office, participated in the 7th Annual Pueblo Children's Water Festival on May 6. The group set-up three demonstration stations. More than 1,500 schoolchildren from the Pueblo area attended the full-day event.



**District Conservationist Rich Rhoades leads the snow model/snow pillow demonstration.**



**Soil Conservationist Beth Fortman leads the river and riparian study center demonstration.**



**Area Engineer Mike Taylor leads the "Pressure by the Foot" demonstration.**

**At the May 18 district conservationist/area office meeting for Area 3** held in Las Animas, employees celebrated Asian American/Pacific Islander Heritage Month by wearing leis and viewing a presentation by Mary Miller from her NRCS detail to Guam and other nearby Pacific Islands in 1991. In addition to area staff and special emphasis program managers giving updates on programs, projects, and upcoming events, the group participated in special events and contests with the winners receiving Earth Team memorabilia as awards.



**BJ Jones, Eads Field Office Soil Conservationist, "gets busy with it" participating in AA/PI Heritage Month festivities.**



**Michael Daskam, new district conservationist in Holly, introduces himself at the recent Area 3 meeting. Area staff gave updates on programs, projects, and upcoming events during the meeting.**

**Lorenz Sutherland**, La Junta area office, was one of the instructors during the pilot session of the NEDC Saline Sodic Soils Course held in Riverside, California. Sutherland is also a member of the team that developed the curriculum for the course. During the week of June 6, Sutherland was a presenter at the West Agronomists Consortium Meeting held in Salt Lake City, Utah.

**More than two dozen participants** toured Teller-Park Conservation District (CD) supervisor **Lawlor Wakem's** Eagle Rock Ranch on June 4. Woodland Park teachers, conservation district, and USDA Natural Resources Conservation Service staff and guests learned about the recent

streambank protection work to protect the Tarryall River and create fish habitat; rotational grazing and holistic resource management; restoring an historic cabin; and, all aspects of livestock production and marketing. The teachers requested a CD that has images from the tour to share with their students in the classroom.



**Group listens to one of the presenters talk about all aspects of livestock production and marketing on Eagle Rock Ranch.**

## Area Four



**On June 3, the Durango Field Office said goodbye to their beloved engineer, Jerry McCaw. After 38 years of service, Jerry celebrated retirement with great food, long-time friends and co-workers, and one heck of a party! NRCS wishes him the best in the years to come. Above, Bob Clark tries to keep Jerry from breaking a pinata during the festivities..**

### Welcome Marianna Young,

Area 4 Resource Conservationist of Technology, to the Monte Vista Area Office. Young comes from the National Park Service and spent the last 10 years at the St. Croix National Scenic Riverway in Northeast Wisconsin as a GIS Specialist. Prior to that, she worked for USGS in Denver and the Defense Mapping Agency in Washington, D.C. She has a strong background in GIS, GPS, cartography, metadata production, and general data editing.



# on the pulse

## State Office News



State Administrative Officer Ila Binard is glad to be back in Colorado.

**Welcome Ila Binard, new** Colorado State Administrative Officer. Binard is a long time government employee whose career started at the Federal Aviation Administration (FAA) Headquarters in Washington DC. She later served as FAA's Administrative Officer in Las Vegas with the intention of retiring there; however, she accepted the position of FAA's Denver Administrative Officer when her first grandchild was born here in 2000. After the terrorist attacks of September 11, 2001, Binard was recruited to open the Federal Air Marshal Service (FAMS) administrative office in Denver and worked there for three years before being selected as the NRCS Colorado State Administrative Officer in early June.

Binard is married with three children and two "awesome" grandsons, Cameron, 4 1/2-years old and Connor, 3-years old.

**Ed Spence, District Conservationist** in the Metro Field Office in Lakewood, along with **Sally Lobel**, Jefferson Conservation

District Manager, provided conservation education at a Cub Scout summer camp in early June. More than 200 boy scouts from the Denver metro area attended the summer camp at Prospect Park in Wheatridge. Spence used a riparian trailer to provide a watershed demonstration and relate the value of various conservation measures. Lobel used an EnviroScape model to demonstrate causes of water pollution and its prevention.

**Dennis Alexander, Acting** State Conservationist, presented service awards to State Office staff, including: **John Andrews**, 25-years; **Tony Duxtater**, 15-years; **Donnie Fowler**, 25-years; **Deborah Kanatzar**, 25-years; **Rex Stambaugh**, 15-years; and **Tim Sweeney**, 30-years. **Lynn Sansburn** was presented with an Extra Effort Award for her service as Acting State Administrative Officer; and **Chuck Schmidt** received an Extra Effort Award for serving as the Acting Rocky Mountain Engineering Team Leader.

**The Colorado Chapter** of the Soil and Water Conservation Society has been selected to receive two awards at this year's annual conference. The Chapter is be honored with the 2004 Chapter Achievement Award and the 2004 Outstanding Chapter Award. Chapter president **Amy Sidener**, Area 1 Soil Conservationist, will be on hand to accept the awards; along with former Chapter president **Kristi Gay**, Area 2 District Conservationist.

## Leadership Notes

This installment of Leadership Notes is taken from *Developing the Leader Within You* by John C. Maxwell.

- ✓ People following will feel used if you don't show genuine concern for them.
- ✓ Pareto Principle: focusing on 20% of your priorities will provide 80% of the production you desire.
  - ✓ 20% of a presentation produces 80% of the impact.
  - ✓ 20% of the people will make 80% of the decisions.
  - ✓ 20% of our work provides 80% of our satisfaction.
- ✓ Delegate what you don't need to do.
- ✓ Ninety-five percent of achieving anything is knowing what you want.
- ✓ The first key to greatness, Socrates says, "is to be in reality what we appear to be."
- ✓ Organize or agonize:
  - High Importance/High Urgency**  
Do first.
  - High Importance/Low Urgency**  
Set deadlines for completion, work on daily.
  - Low Importance/High Urgency**  
Complete quickly without personal involvement.
  - Low Importance/Low Urgency**  
Do in small blocks of time or have someone else do it.



# Leadership, Personal Growth, Career Development: *Hallmarks of FFA agricultural education*

By Jeanette Colville, Area 2 Public Affairs Specialist

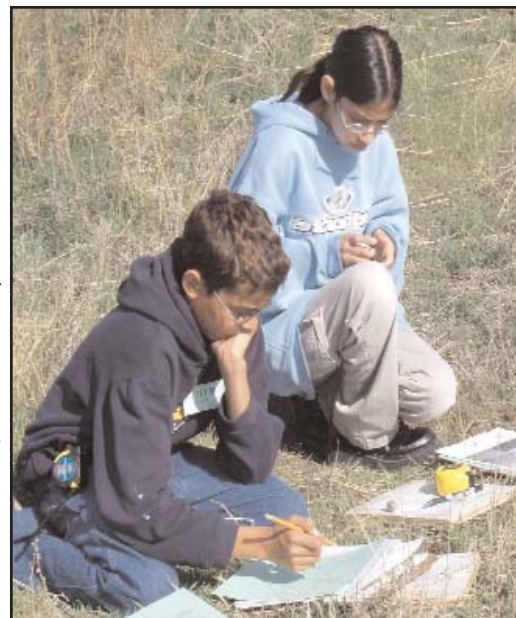
**O**n a recent spring day in Sterling, bus loads of students from surrounding Colorado high schools arrived at the Northeastern Junior College (NJC) campus to test their knowledge of soils as part of the vocational agriculture training and regional Future Farmers of America (FFA) competition program.

*"The whole concept of FFA proficiency events is to let the students experience and develop skills in competition, public speaking, and personal growth through the FFA leadership and career development program,"* said NJC Soils Instructor **Mike Brownell**, co-host of the event along with NRCS Soil Conservation Technician **Dan Moreno**. *"Over the course of the program, students will study components of soils, crops, farm management, and other agricultural areas that will prepare them to develop a management plan for a farm."*

The students spent the morning north of Sterling at two field sites where they examined soil horizons - identifying color, texture, and structure - and where they took slope measurements to identify the potentials for erosion and irrigation. Under the guidance of Mike and Dan, the students completed two soil science proficiency exams in preparation for the state competition, which determines which regional teams compete in the national finals.

*"This is a great program,"* said Dan. *"It helps students set goals, learn practical skills,*

*and helps them gain the knowledge they need to carry on the agricultural heritage that they've grown up with here in northeastern Colorado. We enjoy working with them every year on the soils test."*



*Students draw on their knowledge of soil science from the FFA soils education curriculum, which was studied prior to the field tests.*

The afternoon session held in the NJC classroom tested students on their knowledge of soil surveys and their uses in agricultural planning.

*"Some of the students that I've seen in the soils and crops and range contests often go on to college and major in those areas,"* said Mike. *"I think that it's a great way to generate student interest, and a great way to get students involved and see ways to develop and challenge themselves, and compete in areas in addition to sports. Anything we can do to interest and involve young people in the field of agriculture is great."*



*From left to right: NJC Soils Instructor Mike Brownell reviews soil structure and texture with students after they've completed their examination for the FFA regional team competition; Clip boards and soil tests in hand, students examine a soil horizon while NRCS Soil Conservation Technician Dan Moreno monitors their progress; NRCS Soil Conservation Technician Dan Moreno lends encouragement to a young FFA student during the field exercise.*

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**"It's surprising how much you can accomplish if you don't care who gets the credit."**

- Abraham Lincoln -

# NATIONALLY SPEAKING

## Limited Resource Farmers Receive \$18.3 Million in FY 2004 EQIP funds

Agriculture Secretary **Mike Johanns** announced that 1,156 Environmental Quality Incentives Program (EQIP) contracts covering nearly 436,000 acres of farm and ranch land were approved for limited resource farmers and ranchers in fiscal year 2004 for a total of \$18.3 million.

*"Farmers and ranchers are the best stewards of the land. The Bush Administration is committed to helping limited resource producers implement sound conservation practices as part of their agricultural operations,"* said Johanns. *"I encourage all eligible producers to participate in the programs USDA offers to assist in building strong farming operations, especially minorities and women."*

Johanns made the announcement while participating in a roundtable discussion with minority farmers in Little Rock, Arkansas, where he traveled to meet with producers and hear their concerns.

EQIP is a voluntary conservation program, administered by the Natural Resources Conservation

Service, that offers financial and technical assistance to producers who face threats to soil, water, air and related natural resources on their land. EQIP funds may be used to reduce soil erosion, improve water and air quality, and protect grazing land.

In fiscal year 2004, nearly one out of every two limited resource producers applying for EQIP were funded compared with only one out of every four for the rest of the program's applications. Limited resource farmers and ranchers received 2.55 percent of the total EQIP funds in fiscal year 2004.

**In Colorado**, 35 EQIP contracts were approved for limited resource farmers, with \$519,556 in cost-share funding effecting 2,278 farm and ranch land acres.

More information on assistance from NRCS for small, limited resource and beginning farmers and ranchers can be found at: [http://www.nrcs.usda.gov/programs/SLB\\_farmer](http://www.nrcs.usda.gov/programs/SLB_farmer).

## Conservation Partnership Initiative Grant Recipients Announced

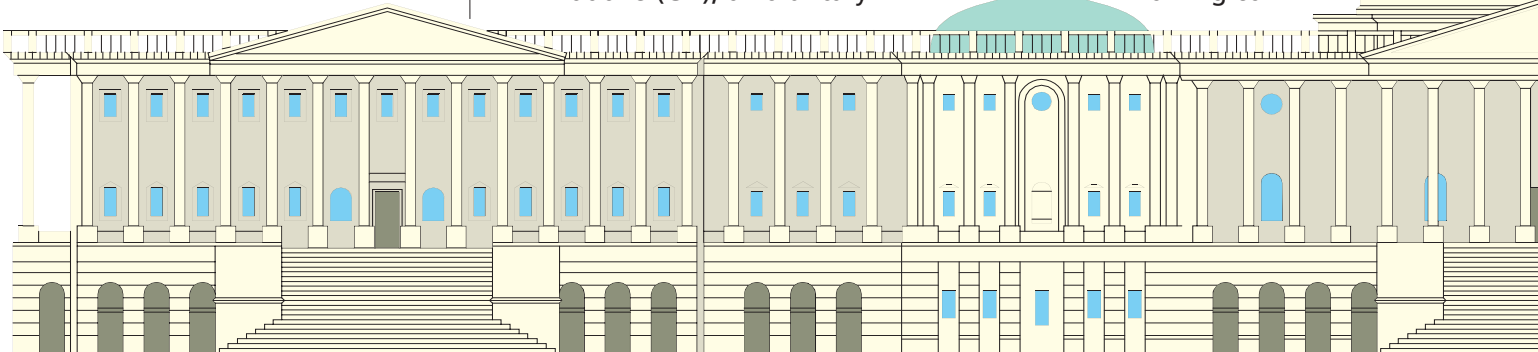
Agriculture Secretary **Mike Johanns** awarded \$1 million to eight entities through the Conservation Partnership Initiative (CPI), a voluntary

program designed to foster conservation partnerships and fund projects that focus technical and financial resources on conservation priorities in watersheds and other geographic areas of environmental sensitivity.

*"These grants are part of the Bush Administration's efforts to support cooperative conservation,"* said Johanns. *"They enhance the development of locally-led solutions to important natural resource problems and help producers cooperate and share information to address environmental challenges."*

The Natural Resources Conservation Service received 31 proposals involving 31 states (including two multi-state submissions). Applications were received from two local agencies, six state agencies, two universities, five conservation districts, five resource conservation and development councils and, 11 nongovernmental organizations (one nonprofit submitted two proposals in different states). Initiated last year, CPI is open to state and local governments, tribes and nongovernmental organizations with a history of working with agricultural producers.

CPI proposals were required to address one or more of the following con-





servation priorities: terrestrial and aquatic wildlife habitat, invasive species, agricultural air quality, livestock nutrient management and minor/specialty crop pest management.

Additional information on CPI, the grant awards and recipients is on the Web at <http://www.nrcs.usda.gov/programs/cpi>.

## USDA and Smithsonian Present Soils Display



Conceptual soils exhibit at the Smithsonian Institution.

The U.S. Department of Agriculture and the Smithsonian Institution showcased a soils display in February at the National Museum of Natural History. The display features a soil monolith and introduces visitors to an expanded soils exhibit still being developed.

This first-of-its-kind exhibit will help educate millions of children and adults annually about the nation's soil resources and their economic value to a productive and vibrant society.

*"This exhibit is the foundation for various other*

*soil and natural resource related themes the Smithsonian will feature this year and beyond,"*

Agriculture Secretary **Mike Johanns** said. *"The information in this exhibit demonstrates the impact of wise management decisions on cropland, range and pasture, forestland, gardens and homesites."*

USDA Natural Resources Conservation Service soil scientists and others have been working with Smithsonian exhibit designers on a display of soil monoliths, which are soil profiles mounted and preserved on boards. The first soil monolith going on display features Menfro, the official Missouri state soil.

The display of all 50 state soil monoliths will become part of a larger interactive exhibit with hands-on activities and demonstrations. The exhibit will include an underground view of the hidden world of soil. The completed soils exhibit is scheduled to open in July 2006 in conjunction with the World Congress of Soil Science that will convene in Philadelphia.

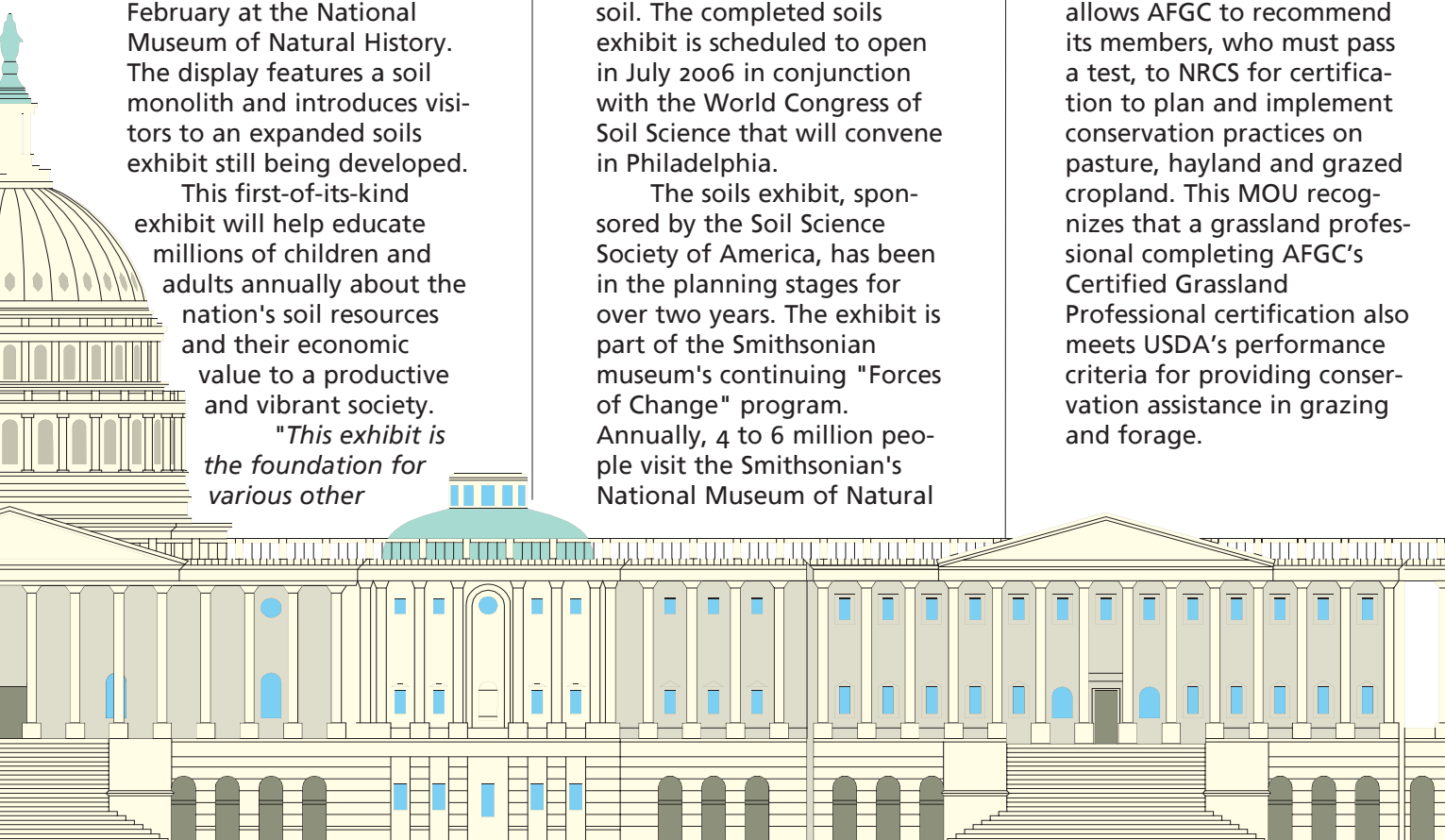
The soils exhibit, sponsored by the Soil Science Society of America, has been in the planning stages for over two years. The exhibit is part of the Smithsonian museum's continuing "Forces of Change" program. Annually, 4 to 6 million people visit the Smithsonian's National Museum of Natural

History.

For more information on the soils exhibit, visit <http://www.soils.org/smithsonian>. For information on understanding soils, visit <http://soils.usda.gov>.

## NRCS Signs Agreement with American Forage and Grassland Council

NRCS signed a memorandum of understanding (MOU) with the American Forage and Grassland Council (AFGC), giving conservation program participants the option to obtain technical assistance for their privately-owned grazing and tribal lands from certified technical service providers who also are certified grassland professionals. NRCS Chief **Bruce Knight** and AFGC President **Ed Twidwell** signed the three-year agreement during the 2005 AFGC Conference in Bloomington, Ill. The MOU allows AFGC to recommend its members, who must pass a test, to NRCS for certification to plan and implement conservation practices on pasture, hayland and grazed cropland. This MOU recognizes that a grassland professional completing AFGC's Certified Grassland Professional certification also meets USDA's performance criteria for providing conservation assistance in grazing and forage.



# Water, Water, Everywhere:

## How does it move? How do we conserve it?

By **Jeanette Colville**, Area 2 Public Affairs Specialist

The annual Sterling Water Festival brought together more than 600 students from throughout the region at Northeastern Junior College to spend the day discovering the magic and mystery of water -- how it interacts with soils, and its role in the form of hail.

*"Throughout the year the students do a lot of book learning about the world and how it works,"* says Resource Specialist **Rich Mullaney** of Northeast Colorado RC&D. *"The Water Festival helps us put a face on some of the studies the kids had in school, and shows them how their studies relate to the outside world."*

The all-day science studies event, with nine individual learning stations, is a partnership effort coordinated by **Dawn Jackson**, Area 2 District Conservationist, **Gary Miller** with the Lower South Platte Water Conservancy District, and **Steve Cramer** with Colorado State University Logan County Cooperative Extension Service.

*"We had students attend the festival from Sterling, Otis, Fleming, Lonestar, Peetz, Caliche, Platte Valley, and Fort*

*Morgan schools,"* said Jackson. *"We don't often realize the impact that water has on our lives on a daily basis, and that's why we feel that the different workshops at the festival demonstrate to children how much water they use from the time they open their eyes in the morning to the time they close them at night."*

Helping students learn how much water is in the food they eat, how much water it takes to produce that food, and how important the quality of that water is to all of us, are just some of the lessons taught at the Water Festival.

*"These workshops provide this information in an interactive, 'hands-on' way that makes a lasting impression on the students,"* added Jackson. Positive feedback comes back to the coordinators after the events.

*"Each year, we receive positive comments from the teachers, students, and sometimes the parents of students, too,"* Jackson went on to say. *"This lets us, and the many people who partner with us in teaching the workshops, know that it's a really worthwhile activity."*



Soil and water interaction is the theme of NRCS agricultural engineer Lynn Lovell's presentation to Campbell School students, who discover the varying effects of water on soils with varying types of vegetative cover.



Understanding hail is the theme of Resource Specialist Rich Mullaney's presentation to students using a hail pad developed by the Community Collaborative Rain, Hail, and Snow Network to record and report hail storm data.



Spin-for-Agriculture gets students involved learning the role of soil, water, air, plants, and animals in agriculture. West High School students and their teacher help Technical Specialist Dan Moreno spin the wheel at the Sterling Water Festival.



## Voyage of Discovery: Kids Learn How Water Flows Underground

What better time and place to introduce the fascinating world of water than to first and second graders at the Bromley East Charter School in Brighton. Using red, green, and blue dyes, NRCS Soil Scientist **Sylvia Hickenlooper** and Conservation Technician **Michelle Pace** use a ground water flow model to demonstrate to students how water moves underground. *"We're encouraging the kids to think about the reasons that it's important to use water wisely,"* says Michelle, *"and that you're never too young to start conserving water."*



## NRCS Earth Team Recognizes Area 3 Earth Day Coloring Contest Winners

By Colleen McCleary, Area 3 Earth Team Coordinator

**T**he USDA Natural Resources Conservation Service (NRCS) takes pride in saying "Every day is Earth Day for NRCS."

In celebration of National Earth Day on April 22, 2005, the NRCS Colorado Earth Team sponsored a state-wide coloring contest for elementary students. The goal of the contest was to promote an awareness of the importance of preserving Colorado's natural resources.

Schools taking part in the coloring contest in the Arkansas Valley were Crowley County Elementary in Ordway; Las Animas Elementary; La Junta Primary School; and La Junta Intermediate School. Coloring contest pictures were distributed to students at two levels--Kindergarten through 2nd and 3rd through 5th.

The Colorado NRCS Earth Team committee judged entries on originality and neatness. Prizes were awarded to one student in each grade from the combined schools in the Arkansas Valley. The winners were:



Left: Aselynn Gauna, Crowley County Elementary School, third grade winner.  
Right: Haylee Terrill, Crowley County Elementary School, kindergarten winner.

- ✓ Kindergarten: Haylee Terrill, Crowley County Elementary
- ✓ 1st Grade: Angelica Lucero, Las Animas Elementary
- ✓ 2nd Grade: Zebidy Estrada, La Junta Primary
- ✓ 3rd Grade: Aselynn Gauna, Crowley County Elementary
- ✓ 4th Grade: Tatiana Baca, Las Animas Elementary
- ✓ 5th Grade: Logan Karney, La Junta Intermediate

The Earth Team, the volunteer arm of NRCS, has been around since 1981, when Congress passed legislation allowing NRCS to use volunteers in all programs. NRCS is the lead federal agency for conserving natural resources on private lands.

## Collecting Soil Temperatures for the Archuleta Soil Survey

By J.P. Pannell, Area 4 Soil Scientist/Project Leader

**S**oil temperatures are being determined for soils in the Archuleta Soil Survey area by the use of soil data loggers. Loggers are small, battery-powered devices placed at typical locations throughout the county. Generally they are buried in the soil to keep them hidden and safe from tampering. The loggers have three lead wires with sensors that collect the soil and air temperature five times a day. Two are placed in the soil at depths of four inches and twenty inches, and one is above ground to record air temperature.

The recorded data is retrieved from the loggers once a year. This is done by connecting another device called a shuttle to the logger. The year of data is then off-loaded to the shuttle. A new battery is installed in the logger and it is then re-launched to collect another year of temperature data.

This data is then loaded from the shuttle into the computer back at the office. It is typically put into an Excel spreadsheet where averages can be determined and other calculations can be run. The next year's data will be added

to the spreadsheet, which makes a longer term to average. Several years of data provides better averages.

The temperature data collected is then used in the classification of the soils. It also helps to determine high and low air temperatures, frost-free periods, and length of growing season. The temperature from the depth of four inches gives an indication when the soil has warmed up enough for biological activity to start in the spring and when plants will start growing.

# Scot McIntosh - Doing What He Knows Best

By Jeanette Colville, Area 2 Public Affairs Specialist

**Scot McIntosh** brings a lifetime of High Plains conservation management experience to his job as Farm Bill Technician with the Deer Trail and East Adams Conservation Districts in Byers. Working in partnership with the NRCS Byers Field Office, Scot provides technical assistance to farmers and ranchers in planning and installing Farm Bill Program conservation practices, and assisting the NRCS Byers Field Office with conservation planning and education for small acreage land owners new to the eastern Colorado rural landscape.

Growing up in a family of four brothers and one sister on a ranch in Eureka, South Dakota, Scot participated in FFA programs and worked with FSA and FHA over the years in helping to manage the family cattle operation -- working the land, implementing conservation practices, and learning how to balance scarce resources. His years of experience give Scot the knowledge and insight that make him a valuable asset to farmers and ranchers in the Byers area. In his role as right-hand-man to the NRCS technical team and Conservation Districts, he assists in delivering the programs to help producers improve their operations.

*"I help the engineers with surveys for terraces and grass waterways; inspect pipeline and stockwater tank installations; help*

*the range cons with range assessments; and help with the installation of cross fencing to improve ranching operations,"* says Scot, naming just some of his responsibilities.

The Conservation Farm Bill Technician program is dedicated to expanding the delivery of conservation programs to produc-



*Farm Bill Technician Scot McIntosh knows the High Plains, and knows how to deliver the technical assistance needed to implement conservation practices where and how they're needed.*

ers and assisting folks with soil and water conservation systems in a region facing the intense impact of rapid urban development.

*"We do a lot of work with small acreage folks,"* says Scot, *"helping them understand the capacity of their land for livestock production, and the type of planning required for returning crop lands to native vegetation."*

Scot brings his expertise to bear in working with landowners not only by providing technical assistance and recommending practices, but by raising the Conservation Districts' profile to increase awareness of conserva-

tion opportunities.

District Conservationist **Sammie Molinaro** is glad to have Scot on the Byers team. *"Scot has had a tremendous, positive effect on the Byers Field Office,"* says Sammie. *"He's a great people person and always comes into the office with a "can-do" attitude, and helps us get conservation on the land. He provides excellent technical assistance in implementing conservation practices such as terraces, ponds, windbreaks, grass seeding, stockwater tanks, and cross fences just to name a few. He's helped both of the Conservation Districts with their programs in keeping their equipment updated and providing technical assistance in the use of weed barriers and drip irrigation systems. Without Scot, we would not be able to help our farmers and ranchers nearly as well as we do now."*

After one year on board as a Conservation Farm Bill Tech, Scot has learned to deal with the world of tech notes, computers, and the necessary files when not working in the field. *"All the folks I work with here have been helpful,"* says Scot. *"I enjoy the work, I like getting out, and I like the people."*

A cowboy at heart, Scot keeps busy when not working with the Byers Field Office and the Conservation District team, breaking and training colts near Limon.



# West Greeley Conservation District Scholarship Program Nurtures Colorado Traditions

By Jeanette Colville, Area 2 Public Affairs Specialist

Leadership, scholarship, work ethic, goal setting, and volunteerism are the hallmarks of this year's four outstanding winners of the West Greeley Conservation District College Scholarship Award. **Casey Adams** of Eaton High School received a \$1,000 award, and **Nicole Simpson**, Highland High School; **Jessica Jo Johnson**, Platte Valley High School; and **Mallory Kendall**, Greeley West High School, all received \$500 awards. These new college freshmen share a strong background in Future Farmers of America and 4-H.

*"My individual Gold win and Sixth Place team finish at the National FFA Career Event in landscape and nursery management cemented my decision to major in landscape design/architecture and horticulture at CSU," says Mallory Kendall.*

Casey Adams, a Junior Officer, Treasurer, and Vice President with FFA said, *"I have family members that are ranchers, farmers, feedlot owners, cattle buyers, and agricultural education teachers. My goal is to make the absolute best out of what my family has given me, so that I*

*can continue to help producers compete in today's business world."*

Nicole Simpson, a twelve-year 4-H member, is focused on a career in biological science. *"Preventing and finding treatments for illnesses, and finding more ways to feed a rapidly expanding world population are areas of interest I hope to pursue," says Nicole.*

Jessica Jo Johnson, an FFA Washington Leadership Conference Representative, is pursuing a career in education, *"to try to impact the lives of young adults by helping students realize the significance of agriculture in our lives, and to give back some of what I gained through my relationships with FFA," she said.*

West Greeley Conservation District Treasurer **Stan Cass** said, *"We normally only award two winners, but we had so many excellent young candidates that we were happy to be able to extend our program this year to award as many deserving students as possible. We want to nurture these dedicated young folks who will be carrying on the agricultural traditions of our communities here in eastern Colorado."*



## Watershed and River Study Center Visits Salida Schools

Over 150 students at the Salida Middle School and 100 students at Longfellow Elementary School participated in a Riparian and River Study Center demonstration in May. The Study Center is a mobile trailer containing sand-like material and flowing water that can be fashioned to represent the many facets of a river system such as the Arkansas River Watershed.

The students learned that they were a part of the Arkansas River Watershed. They explored the river's beginning as well as its final destination in the Gulf of Mexico. New words such as *erosion, sediment, riparian areas, riprap, wetlands, and delta* now have a special meaning to each of them. The students are now aware how important it is to protect the water quality in the River to sustain the many downstream uses such as sources of drinking and irrigation water. The impacts of various land uses like urban, forestry, mining, and agriculture within the Arkansas River Watershed were also demonstrated.

The Riparian and River Study Center was loaned to the Upper Arkansas Conservation District (UACD) in Salida for educational purposes. UACD was established in 1942 and is operated by a local five member Board of Directors. The UACD provides financial and technical assistance to private landowners to preserve and enhance the natural resources of the county.

## May: National Military Appreciation Month

**A**s a nation, we observe and participate in various national, cultural, and social awareness events through mass media attention and educational curriculum. However, we have not allocated appropriate recognition of the most important presence in the world today, an entity that impacts each and every American in a significant way, the Armed Forces of the United States of America.

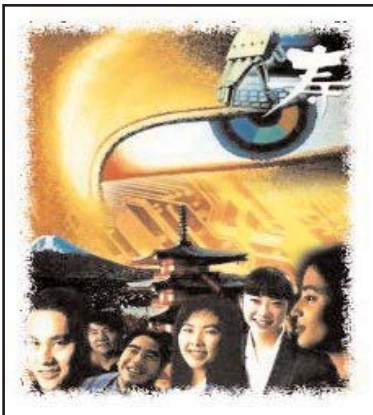
National Military Appreciation Month (NMAM), as designated by Congress, provides a period encompassing both the history and recognition of our armed services with an in-depth look at the diversity of its individuals and achievements. It allows Americans to educate each generation on the historical impact of our military through the participation of the community with those who serve encouraging patriot-

ism and love for America - a "reconnecting the Family of America."

National Military Appreciation Month includes VE Day, Military Spouse Day, Loyalty Day, Armed Forces Day/Week, National Day of Prayer, and Memorial Day. This very important month therefore honors those Americans who have given their lives in defense of our nation's freedom and the men and women now serving in uniform.

It recognizes those on active duty in all branches of the services, the National Guard and Reserves plus retirees, veterans, and all of their families - well over 80 million Americans and more than 227 years of our nation's history. Let us celebrate them just as we celebrate the other important entities that make up this wonderful country of ours.

## Asian American/Pacific Islander Heritage Month



Asian American/Pacific Islander (AA/PI) Heritage Month was first established in 1977 when Representatives Frank Horton and Norman Mineta and Senators Daniel Inouye and Spark Matsunaga introduced resolutions to declare the first ten days of May (the month when the first Japanese immigrants arrived in the U.S. in 1843) as Asian/Pacific Heritage Week. In 1978 President Carter made it

an annual event and in 1990, President George H.W. Bush proclaimed the entire month of May to be Asian American/Pacific Islander Heritage Month.

Asian American/Pacific Islanders are one of the most diverse "race/national origin" categories. The U.S. Census lists 28 Asian and 19 Pacific Islander subgroups. These groups range from those that are traditionally thought of, like Japanese and Chinese, to the far western part of Asia including India and Pakistan. There are many different languages and cultures represented.

The fastest growing racial group in the U.S., the Census estimates that by the year 2050, one out of every 10 Americans will be of Asian or Pacific Islander descent.



**I**nspired by three decades of state and local celebrations, Flag Day - the anniversary of the Flag Resolution of 1777 - was officially established by the Proclamation of President Woodrow Wilson on May 30th, 1916. While Flag Day was celebrated in various communities for years after Wilson's proclamation, it was not until August 1949, that President Truman signed an Act of Congress designating June 14th of each year as National Flag Day. Congress passed legislation fixing the number of stripes at 13 and requiring that the number of stars equal the number of states.